

# Group Grope Session - Insights

Convener – Ellen

Participants – All

Transcriber - Ainsley

## Top Insights

- I can transfer the unexpected into learning.
- I need to learn more about AI.
- Virtual retrospectives are not easy to do.
- Puzzle: Do we live what we pray?
- Open Space planning session was something I could not have imagined. Getting 20+ people to agree on an Agenda so quickly really inspired me.
- Forming the question is a fateful act. The flipchart headings used during mining the timeline determine where our puzzles show up.
- A retrospective facilitator needs confidence in herself & that the magic will happen.
- Taxonomy of participants: Explorers, Shoppers, Vacationers, Prisoners.
- Intersections: All the models share a common grounding in our humanity so there is much commonality.
- What we don't know (the puzzles) is more important than what we do know.
- Words are powerful (choose the right ones) !
- Sometimes the insights come later.
- Moments of Madness & the Prime Directive.
- Retrospective of the future can bring interesting ideas.
- What happens in between is sometimes the most important.
- Puzzles are about the parts of the system out of sight.
- Doing it is the best way to try it!
- Making motivation level explicit helps people take responsibility for their own learning.
- You can't plan the magic to happen.
- Share more experiences on preparation and follow-up of retrospectives.
- The useful concept of congruent behavior: Self, Other, Context.

## Additional Insights

- Brief work obliges lengthy preparation.
- I missed sessions that sounded great!
- Scripts for retrospectives and protocols.
- Delayed response.
- I can't know everything.
- Management simulation – interested in experiencing this exercise.
- Magic will happen.

- Timeline – think about the future from the future-past.
- Doing “project agreements” and workshops on roles % responsibilities is similar to what I call “work agreements”.
- Our open space practice does not necessarily lead to a lot of insights.
- Butterflies are free.
- Short retros take a lot of time to prepare.
- Facilitation isn’t easy.
- If people have good ideas how to run the workshop, let them do it their own way. Disturb only in the case when things don’t go forward.
- In virtual retros you can use tools to keep participants engaged.
- You can’t plan for everything – but you can practice for the unexpected.
- Basic skills for facilitating meetings: Agenda, Right people in the room, Focus on process, Drive to follow-up, Attend to participation.
- Congruent: Self, Others, Context
- Specific preparation can be helpful for Curveballs.
- The Retroasis is the right people in the right place at the right time.
- I learned about Pigs & Chickens – an important concept to remember.
- Projecting to the future provides a path and direction for action.
- When you receive a curveball: Take 3 deep breaths, Center yourself, Check with the project sponsor how to proceed.
- When transferring facilitation skills, keep a very simple formula (5 steps/practices) and repeat heavily.
- My understanding of AI is very low.
- “Pain is inevitable, suffering is optional”.
- Norm’s question – When did you start to be a change agent?
- 80/20 rule applies to planning short retrospectives.
- You can’t anticipate everything.
- Congruent response (self, other, context): My reaction and response don’t have to be the same.
- Looking to the future can help you understand the past.
- Making a commitment to change is a self-fulfilling prophecy.
- It’s amazing how similar cultures are!
- The magic can happen late at night if you are patient.
- I can rely on my team in Vienna!
- As a community, we have learned so much about virtual retrospectives – a quantum leap when compared with previous years.
- Storytelling makes sense.
- Use templates and standard agendas to make sure I can prepare to avoid curveballs.
- Virtual retrospectives take a huge amount of time to plan/prepare.
- C.R.C. could be applied to review of roles & responsibilities in an organization.
- “Moments of Madness” seem logical at the time they occur.
- The right moment for the right story.

- Meeting facilitation without an agenda is meaningless.
- Practice & master remote tools for virtual retros.
- Retro facilitation skills: Facilitation-mechanical, project management experience, Software domain experience, Questioning skills, Touchy-feely systems thinking. Androgogy – how adults learn games and simulations.
- The value of pre-survey work in virtual retrospectives.
- Volunteer as grief counselor for training for free.
- Virtual retros take long preparation.
- Use automation tools to compile information – such as WebX, polling.
- It is possible to do a PhD from retrospectives. Encouragements and discussions with practitioners.
- Using “Giving Yourself an A” as a method to set personal business goals.
- Ellen is a great facilitator!
- Short retros take a lot of time to plan (also by own experience) and to document e.g. transcribing.
- You may develop charters as self-fulfilling prophecies.
- Ask questions to create awareness of facilitation when trying to train others (i.e. developers).
- Congruent responses and take a moment to respond rather than to react.
- Sculpting is an interesting exercise.
- Giving an A – using an airplane to capture someone’s goal & letting someone else support that person.
- First Aid Clinic: What I’m Doing, Who I depend On, Who Depends on Me, What they Need.
- The person who invented truth was a liar.
- The “futurespective” is not such a crazy idea – and it’s great fun.
- Getting into the work is a good way to bond.
- Virtual retrospectives need to use voting to keep energy.
- You can retro the future.
- Satir congruency model was new to me.
- Tim M. is very creative!
- Voting is a powerful tool for virtual retros.
- What chartering means became clear.
- Explicit ideas/clues about gauging readiness for learning.
- I need to explore more intersections.